

The Commonwealth of Massachusetts

ANNUAL REPORT

OF THE

Civil Service Commission

FOR THE

YEAR ENDING NOVEMBER 30, 1939

DEPARTMENT OF CIVIL SERVICE AND REGISTRATION



The Commonwealth of Massachusetts

DEPARTMENT OF CIVIL SERVICE AND REGISTRATION

DIVISION OF CIVIL SERVICE

COMMISSIONERS OF CIVIL SERVICE

WILLIAM H. BIXBY, <i>Chairman</i> , Boston	Term expires March 1, 1944
MARY L. BARROWS, Melrose	Term expires March 1, 1940
JOSEPH J. DONAHUE, Boston	Term expires March 1, 1942
HERBERT B. EHLMANN, Brookline	Term expires March 1, 1941
PHILIP V. ERARD, Springfield	Term expires March 1, 1943

DIRECTOR OF CIVIL SERVICE

ULYSSES J. LUPIN, Chelmsford

LOCAL REPRESENTATIVES OF THE DIVISION OF CIVIL SERVICE

BROCKTON—MARY E. CONNOLLY, City Hall.
CHICOPEE—JACOB J. STEFANIK, City Hall.
FALL RIVER—THOS. D. SULLIVAN, Room 207, Academy Building.
FITCHBURG—FREDERICK J. MULHERN, Room 8, City Hall.
GLOUCESTER—MRS. LUELLA MORROW.
HAVERHILL—HERBERT D. CASSILY, 79 Main Street.
HOLYOKE—MARY T. GRIFFIN, City Hall.
LAWRENCE—CONCETTA PEREZ, City Hall.
LOWELL—WARREN W. FOX, Appleton Bank Building, 174 Central Street.
MARLBOROUGH—WILLIAM H. MURPHY, Corey Building.
NEW BEDFORD—WILLIAM J. CARTER, 7 Municipal Building.
NORTH ADAMS—FRED H. REAGAN, 41 Summer Street.
PITTSFIELD—OSCAR S. READ, 7 North Street (mailing address, P. O. Box 522).
SPRINGFIELD—ELIZABETH M. O'CONNOR, City Hall.
TAUNTON—HOWARD A. BRIGGS, care of City Treasurer.
WORCESTER—MRS. ANNIE B. PROULX, Room 7, City Hall.

CIVIL SERVICE LABOR REGISTRATION CLERKS

ARLINGTON—JOHN E. DONOVAN, Town Hall.
BROCKTON—MARY E. CONNOLLY, City Hall.
BROOKLINE—AGNES O'HARE, Town Hall.
CAMBRIDGE— — — — —. (Registration now at Boston office.)
CHELSEA—KATHLEEN L. BUCKLEY, City Hall.
CHICOPEE—JACOB J. STEFANIK, City Hall.
DEDHAM— — — — —. (Registration at Boston office.)
EVERETT—FLORENCE L. ROBERTON, City Hall.
FALL RIVER— — — — —. (Registration now by mail at Boston office.)
FITCHBURG—FREDERICK J. MULHERN, Room 8, City Hall.
GARDNER— — — — —. (Registration at Boston office.)
HOLYOKE—MARY T. GRIFFIN, City Hall.
LOWELL—PATRICK J. REYNOLDS, Hildreth Building.
LYNN—MARY E. MORAN, City Hall.
MALDEN—MAY WELCH, City Hall.
MARLBOROUGH—BEATRICE L. GRENIER, City Hall.
MEDFORD—A. A. LUCEY, City Hall.
NEW BEDFORD—WILLIAM J. CARTER, 7 Municipal Building.
NEWTON—ANDREW PRIOR, City Hall.
QUINCY—EVELYN T. BARRETT, Assessors' Office.
REVERE—M. ELIZABETH PERSON, City Hall.
SOMERVILLE— — — — —. (Registration now at Boston office.)
SPRINGFIELD—ELIZABETH M. O'CONNOR, City Hall.
SWAMPSCOTT— — — — —. (Registration at Boston office.)
WALTHAM—LEO J. HINCHEY, City Hall.
WATERTOWN— — — — —. (Registration at Boston office.)
WORCESTER—MRS. ANNIE B. PROULX, Room 7, City Hall.

ANNUAL REPORT

To the Honorable Senate and House of Representatives in General Court assembled:

In accordance with the provisions of section 30, chapter 31 of the General Laws, we hereby submit the fifty-sixth annual report of the Division of Civil Service of the Department of Civil Service and Registration, covering the period from December 1, 1938, to November 30, 1939.

The reorganization of the Department of Civil Service and Registration, Division of Civil Service, was effected by Chapter 238 of the Acts of 1939, which became operative on May 24, 1939, so that approximately half of the period covered by the fifty-sixth annual report deals with the operation of the Division under the Commissioner and two Associate Commissioners and the remainder with that period when the Division was administered by a Director of Civil Service, as provided in chapter 238.

The members of the present Commission took office on May 24, 1939, and appointed the Chairman of the Commission as Acting Director. This assignment continued until the permanent Director assumed office on September 18, 1939, appointed by the Commission for five years as provided in section 2 of chapter 13 of the General Laws, as amended by St. 1939, c. 238, s. 2.

We are including as a part of this report the annual report of the Director for the year ending November 30, 1939, with the Commission's letter of transmittal to his Excellency, the Governor, and the Executive Council under date of January 17, 1940. The Director has included in his report, and the Commission has endorsed unanimously, recommendations as to the administration of the Division of Civil Service, which were necessarily based on a very brief opportunity for observation. At the appropriate time the Commission will have a number of recommendations to make, as required by section 30 of chapter 31, for appropriate legislation for further amendment of the civil service laws. The Commission expects also to be able to send to the Governor and Council, as provided in section 3 of chapter 31 as amended, recommendations for revision of the civil service rules, both in order to bring them into conformity with the amended statutes and to effect such improvements as seem advisable in view of the fact that no general changes have been made for several years.

THE DIRECTOR'S ANNUAL REPORT TO THE COMMISSION

January 17, 1940.

TO HIS EXCELLENCY, LEVERETT SALTONSTALL, GOVERNOR OF MASSACHUSETTS,
STATE HOUSE, BOSTON, MASS.

Your Excellency:

It is with a great deal of satisfaction that we send to you and the members of the Executive Council the first report of the Director of Civil Service for the year ending November 30, 1939. We not only feel that it reports a very satisfactory degree of progress in the few months which it covers, but find ourselves in accord as to the desirability of the recommendations for the future conduct of the Division of Civil Service and as to the Director's policies.

We take this occasion to assure Your Excellency that we believe we selected the right man and to state how much we appreciate the co-operation we have secured from you as the Chief Executive in our endeavor to improve the administration of the Civil Service.

We have been for several weeks engaged in a revision of the Civil Service rules to conform with the amendments recently made in the statutes. As soon as we have completed the preparation of the rules we shall hold the public hearings which are required by Law, and, at as early a date as possible, present them to Your Excellency and the Executive Council for approval. We intend to make, at the same time, some comments and suggestions for the more effectual accomplishment of the Civil Service Laws which arise from our experiences since our appointment in May, 1939, and which we are directed to make by Section 2 of Chapter 31.

Very truly yours,

(Signed) WM. H. BIXBY,
Chairman Civil Service Commission.

December 1, 1939.

MR. WILLIAM H. BIXBY, *Chairman*, CIVIL SERVICE COMMISSION,
STATE HOUSE, BOSTON, MASS.

In accordance with section 2A (h) quoted below of Chapter 31 of the General Laws I am submitting the annual report governing the administration of the Division of Civil Service for the year ending November 30, 1939, together with certain other recommendations which I feel should be of interest to you and to the citizens of the Commonwealth. I wish to state at the outset, however, that the recommendations which I have set forth herein are based on my brief experience in this Division of approximately two months.

"On or before December first of each year the director shall also make a report to the commission concerning the work of the division, including recommendations, if any, which report shall be forthwith transmitted to the governor and shall be a public record, and from time to time the director shall recommend to the commission proposals for and drafts of rules and regulations prescribed by section three."

OBJECTIVES OF CIVIL SERVICE

The primary aims of Civil Service should be to:

1. Provide the highest type of applicant available for the various positions included thereunder.
2. Protect efficient and capable employees and to encourage them to render the best service to the Commonwealth.
3. Establish a system of merit rating.
4. Improve the standards of the administration of civil service as to place it on the highest possible plane in the minds of the citizens of the Commonwealth.

EXAMINATIONS

The examinations which are prescribed under the Civil Service Law divide themselves into three groups, namely:

1. Open competitive examinations.
2. Promotional competitive examinations.
3. Non-competitive examinations.

The open competitive examination is generally used for original appointment although it is occasionally used for promotional purposes. This type of examination is either restricted to the citizens of a particular city or town or open to all residents of the State, under the restrictions prescribed by law.

The promotional examination is an examination which is given to present civil service employees of a lower grade who are eligible and seek promotion to a higher position in the same department or division.

Competitive promotional examinations should be given wherever possible in order to encourage civil service employees to seek advancement through ambition and meritorious service.

The present civil service law permits non-competitive examinations for original positions in only a few instances:

1. In cases where the Director can certify that he has previously held a competitive examination for the position involved and has been unable to establish an eligible list of at least two persons. In this case the giving of a non-competitive examination is discretionary on the part of the Director.
2. Where a position not under civil service is placed thereunder by virtue of a statute or rule, and the director makes recommendations supported by four affirmative votes of the commission to include under civil service any present incumbents of the position. In this case the giving of a non-competitive examination is discretionary on the part of the Director.
3. Where the number of registered voters of a city or town required under S. 49A, C. 31, G.L., vote to include under civil service certain persons who shall have served in a position continuously for not less than five years immediately prior to the date of said petition. A non-competitive examination is mandatory under the law in such cases.

4. Non-competitive examinations can be allowed by the Director in case of promotion if the person it is desired to promote has been employed at least three years in the lower grade, and is one of the three oldest employees therein in point of service. The non-competitive examination in such cases is discretionary on the part of the Director.

STATISTICS ON NON-COMPETITIVE EXAMINATIONS

From December 1, 1938 to January 5, 1939—76 were held.

From January 5, 1939 to August 25, 1939—None held.

From August 25, 1939 to November 30, 1939—18 were held, one of which was authorized by Director Lupien. Others authorized prior to September 18, 1939.

Non-competitive examinations should only be used as a last resort where there are an insufficient number of applicants to warrant a competitive promotional examination. It will be very definitely my policy as Director to limit non-competitive examinations to an irreducible minimum.

I believe the promiscuous use of non-competitive examinations is detrimental to a high standard of civil service. Experience proves that there are many persons who are well qualified in practically every field who will gladly take competitive examinations for the public service if they are convinced that they will have an equal opportunity. Furthermore, if the examination is designed to fairly test the fitness of the applicant to perform the duties of the position, any person who is so well qualified as to warrant a request on the part of the appointing authority for a non-competitive examination should have no hesitancy in taking a promotional competitive examination, and should not fear that this promotional competitive examination will keep him or her out of the upper three on the list. With these conditions in mind, I am doing everything I can to discourage non-competitive examinations.

The foundation of all civil service rests on a carefully prepared system of examinations so designed as to bring out the applicant's fitness for the particular job to which he or she is aspiring, and therefore, very careful thought will be given during my administration to the preparation of examinations.

Special consideration will be given to:

- a. The preparation of posters which serve as the announcement for examinations.
- b. The selection of examiners.
- c. The preparation of practical questions.
- d. The preparation of a special rating scale wherever such is used.
- e. Careful consideration in the marking of practical questions and experience.

More careful consideration will be given to publicity for examinations, especially for the higher positions, in order that examinations may be brought to the attention of persons who are most capable of filling the available positions.

Plans are being developed for a simpler and more effective method of registration for the Labor Service. It is hoped that such changes as are contemplated will prove beneficial to those who are registered in the service and also will prove to be of material assistance to the department heads, whereby they may obtain quicker and better service.

ADMINISTRATION PROBLEMS

It is apparently a commonly accepted conception of the average person that practices have sprung up over a period of time which have permitted the technical evasion of the spirit and intent of the Civil Service Law. This has resulted in bringing discredit to the department and permitting inferior applicants to receive appointments in preference to others who are much better qualified. The following typical illustrations are herewith submitted to indicate some of the administrative problems which are recurrently encountered.

EMPLOYMENT IRREGULARITIES

Employment irregularities may be subdivided into two principal classifications, namely:

1. Continuation of provisional appointees indefinitely.
2. The addition of names to a payroll without proper certification and authorization by this Division.

The practice in the past has been rather common to obtain a temporary appointment for an applicant to a position for which there is no list, and to continue requesting extensions of their temporary appointments, every three months. This, to my mind, is a clear subterfuge of the principles of civil service.

There is also the practice of requesting a temporary appointment for three months under one title for which there is no list, with an extension of an additional three months, at which time the title is changed so that the employee may be continued temporarily for another six months.

ILLEGAL ADDITIONS TO PAYROLLS

Under the State law the Civil Service Division is granted the authority to request heads of different departments in the cities and towns of the Commonwealth to submit copies of payrolls in order that a check may be made to eliminate irregularities through the addition of names which have not been properly certified and authorized by this Division. It has been the custom in the past to request the payroll for only one week of the month, thereby making it possible for additions to the payroll for the three intervening weeks without the proper certifications by the Civil Service Division.

WITHDRAWALS FROM LISTS

In the past it has been somewhat of a prevalent practice for department heads to directly or indirectly influence a sufficient number of candidates who are at the "top of the eligible list" to withdraw in order that the name or names of a person further down on the list may be reached. Instances have also been found where applicants have arranged for these withdrawals.

In order to minimize the possibility of continuing this practice, a policy has been established wherein all persons who withdraw from consideration at the time when request is made will be required to appear before me directly or before one of my duly authorized agents to state clearly the reason for such withdrawal. In the event that the withdrawals have been effected by the appointing authority, suitable steps will be taken to correct this abuse. In the event that the withdrawals have been effected by an applicant himself who is further down the list, his name will be immediately stricken from the list, and further applications which he may make for other civil service jobs will be very carefully scrutinized.

REINSTATEMENT AND SUSPENSION OF POLICEMEN AND FIREMEN

Cases have been brought to my attention where police and fire officials have made suspensions without notifying this Division, and have reinstated employees without proper authorization. It appears that reinstatement was more or less automatically granted in the past. I consider that such reinstatements are of vital interest to the citizens of the Commonwealth, and, therefore, have notified the proper authorities of the correct procedure. Each reinstatement must now be brought to my attention and a hearing held by me.

It will be my aim to deal rather sternly with cases of continued suspension, especially those involving the use of liquor, and hope that this warning will be conveyed to all members of police and fire departments before the fact rather than after.

PAYING FOR POSITIONS

Rumors have been very common that the practice of buying and selling jobs was rather prevalent. I will make a very determined and earnest effort to investigate all such cases in order that severe and swift justice may be meted out to the guilty parties.

CIRCUMVENTION OF SENIORITY RIGHTS

Several abuses have recently come to light in the Labor Service which disclose that department heads in the past had obtained special ratings for certain favored employees, thereby completely nullifying the effects of seniority ratings. These abuses have developed over a period of years due to dual ratings, whereby the same job could be called by several different names. The re-classification of jobs, especially in the Labor Service, will make it more difficult to carry on this practice in the future and other steps are being taken to eliminate this abuse.

PROMOTIONAL EVASIONS

Instances have arisen where department heads have attempted to evade the civil service law by requesting reallocation of positions. The result of such reallocation in many instances has been to assign duties of a higher grade to persons on lower grade ratings, thereby effecting a promotion without a competitive promotional examination. This practice is being very closely watched.

INCORRECT TITLES

Quite frequently requisitions are made under a certain title and investigation later proves that the individual who was appointed was assigned other duties. In several of these instances it seems rather apparent that the requisition was made in order that a certain individual could be reached. This form of illegality is being very closely watched with the result that a number of cases is being investigated. Department heads are being required in such instances to supply more detailed information relative to the duties of the position.

TEMPORARY APPOINTMENTS

One of the most common abuses of Civil Service has been in the matter of temporary appointments. It has been the custom to make these appointments, generally from an eligible list, for three month intervals and to ask for continuation of such appointments with the result that in some instances employees have been carried several years as temporary employees. This practice is gradually being eliminated through conferences with the department heads, who, in general, have shown a very fine spirit of co-operation and have been desirous of operating under the law. It is felt that permanent employment makes for more efficient operation of a department and also protects the appointee in that he or she is able to obtain a civil service status after a six-month probationary period, which could not be secured on a temporary employment basis.

VETERANS' PREFERENCE

I find that a practice has arisen on the part of the heads of many departments of not giving due attention to the provision of the law which provides that where a provisional appointment is authorized the appointee must be a veteran. Some months ago the Commission took a decided stand on this matter and stated: "The Commission feels that the law necessitating the appointment of a veteran who is qualified and willing should be respected by all departments, and that the requirement of a certificate from the appointing power that no such veteran is available, was not intended to be an idle gesture. Department heads should make a thorough and sincere search for a qualified veteran before certifying that such a person cannot be found."

I heartily approve this stand of the Commission, and have endeavored to see that this provision of the law is strictly complied with.

DEAD LISTS

Instances have arisen wherein eligible lists have been established for positions in a city where the ordinances require that the Mayor had the power of appointment subject to the confirmation by the Board of Aldermen. In some instances, the Mayor and the Board of Aldermen could not agree, with the result that requests were being received for continued temporary appointments. It was finally found necessary to refuse any temporary appointments until a regular appointment had been made from the list.

REINSTATEMENT FOR PURPOSE OF RETAINING STATUS

It develops in many cases that persons requested leaves of absence for a period of less than six months, obtained reinstatement for one day at the expiration of their leaves and repeated this procedure indefinitely. Under the civil service law a leave of absence of less than six months is not considered a separation from the service. In this way the employees technically retain their civil service status. However, it appears to me to be a violation of the spirit of the civil service law to allow employees indefinite leaves of absence. This means that the vacancy must be left open indefinitely or be filled by temporary appointments.

SUBSTITUTIONS AT TIME OF PHYSICAL EXAMINATIONS

My attention has been called to the fact that there have been insufficient safeguards against the substitution of applicants at the time of both written and physical examinations. As a result of this practice, in the future, applicants for police, fire and correction officer services will be required to file with their applications two photographs of passport size, with their signatures at the top of each picture, one of these photographs will be supplied to the medical examiner at the time the physical examination is taken for verification.

PROPOSED CHANGES IN LAW TO IMPROVE CIVIL SERVICE SYSTEM

It is apparent that some department heads request provisional appointments to fill a vacancy pending the result of an open competitive examination where in reality they should consider promotion from persons in the lower grades.

I recommend that the law be clarified to require that qualified persons in lower grades must be given consideration before the department head may request an open competitive examination.

COUNTY EMPLOYEES

The Civil Service Commission for many years has advocated the extension of the Civil Service Law and Rules to county employees, but the legislature has not seen fit to amend the law to this effect, although the recent committee which investigated the Civil Service Law and Rules recommended that this be done. There seems to be no reason why the Civil Service Law and Rules should not be extended to county employees. I, therefore, intend to recommend to the next legislature appropriate regulations to bring this about.

RESPONSIBILITIES OF AUDITORS AND TREASURERS

In my opinion, the Auditor and Treasurer of a city or a town have a duty to perform to see that they do not approve or pay any money for violations of the law.

A bill was introduced to the last legislature which, if it had become a law, would have corrected this evil. This bill provided that the Auditor and Treasurer could not approve or pay any compensation to any employee who had not been certified by the Director of Civil Service.

I recommend that a similar bill be introduced to the next legislature to provide a better check on certification of payrolls.

PRINCIPAL CHANGES INSTITUTED SINCE ENACTMENT OF NEW LAW

1. Discontinuance of sending of specimen questions to applicants.
2. Refusal of late applications.
3. Requiring hearings before Director for persons who are eligible for appointment and who refuse such.
4. Reduction in the number of unnecessary examinations by the substitution of suitable existing lists covering comparable duties.
5. New reinstatement policy, wherein applicants for reinstatement appear before the Director.
6. Closer scrutiny of past police records of all applicants for entrance to the police force and for promotion to higher grades in police and fire departments.
7. Closer check-up on experience claimed by applicant at the time of the application.
8. Change in type of poster to more closely depict duties of positions, responsibilities, salaries and requirements.
9. Plan to prevent substitution at time of physical examination.
10. Establishment of medical board. A Medical Board has been established over which Dr. Sumner C. Andrews is Chairman. Any cases about which questions are raised are referred to this Board for report.
11. New standards of physical qualifications have been set up in accordance with Section 2A (d) of Chapter 31, General Laws.
12. The introduction of a new policy whereby applicants are only examined physically after requisitions are made. This will make a material reduction in the cost of our medical service.

In order to carry out the objectives of civil service the following fundamentals must be observed:

1. A fair and impartial administration of the principles of the Civil Service Law, the basis of which shall be principles and facts, rather than expediency.
2. An administration of the law which will guarantee equal treatment to all regardless of political, racial, or other affiliations.
3. The establishment of standards for examinations for the Official Service which will be closely related to the requirements of the positions to be filled.
4. The establishment of a more adequate system of registration, and the development of adequate tests, for the Labor Service.
5. The establishment of a schedule for hearings which will permit aggrieved applicants and civil service employees to bring their complaints before the Director and the Commission.
6. A system of establishing eligible lists to remove the possibility of circumventing the intent of the merit system.

It will be my earnest endeavor to direct all of my efforts to the improvement of the Merit System under civil service with the hope that ultimately the Division may gain and hold the confidence of the citizens, and with the further hope that there may be attracted to the service those who are best fitted for State and other public positions.

In closing I wish to extend my thanks and appreciation to each member of the Commission for the co-operation and assistance which I have received, and also to each employee of the Division of Civil Service for the assistance which has been given me during my first three months in the service of the Commonwealth.

Very truly yours,

(Signed) ULYSSES J. LUPIN,
Director of Civil Service.

EXTENSIONS OF CIVIL SERVICE

The following-named municipalities voted during the year to accept existing provisions of the civil service law with reference to their police, fire, or labor services:

Adams	{ Police service
	{ Chief of Police
Billerica	Chief of Police
Chicopee	Labor service
Danvers	Fire service, including call service
Gardner	Labor service
	{ Fire service, including call service
Hull	{ Police service
	{ Chief of Police
Southbridge	{ Police
	{ Chief of Police

The following positions were classified by act of Legislature subject to acceptance by the municipalities affected, and were so accepted:

Auburn	Chief of Police
Bellingham	Chief of Police
Marblehead	Chief of Fire Department
Saugus	{ Soldiers' Relief Agent
	{ Superintendent of Buildings

SECTION 49A

The following-named positions were placed under civil service by the acceptance of the provisions of section 49A, chapter 31 of the General Laws. This section provides for the classification under civil service of positions which have been exempt, and provides further that the voters may specify that the incumbent of the position at the time of the vote may be subjected to a non-competitive qualifying examination for the office.

Chelsea	{ City Auditor
	{ City Treasurer and Collector of Taxes
	{ Inspector of Wires
Fitchburg	{ Auditor
	{ Commissioner of Public Works
Malden	{ Inspector of Buildings
	{ Auditor
Medford	{ Street Commissioner
	{ Commissioner for Soldiers' Relief and
	{ State and Military Aid
Worcester	City Clerk

In the case of the office of City Auditor of Chelsea, the position itself was placed under civil service, but the present incumbent was not made subject to the provisions of the civil service law, because the majority of the voters voting on the question voted in the negative, thus providing that the incumbent may continue to serve in the office, but will not be subject to the civil service law.

EXAMINATIONS AND APPOINTMENTS: OFFICIAL SERVICE

Class	NAME OF POSITION	NUMBER OF EXAMINATIONS				Number of Applicants notified	NUMBER EXAMINED	
		ENTRANCE		PROMOTION			Males	Females
		Competitive	Non-Competitive	Competitive	Non-Competitive			
1	Superintendent:							
	State	3	1	—	—	1,054	839	3
	Boston	3	2	2	1	282	161	71
	Other Cities	7	1	3	1	134	107	—
2	Secretary:							
	State	—	—	—	1	1	1	—
	Boston	—	1	—	—	1	1	—
	Other Cities	—	1	—	—	1	1	—
3	Clerk:							
	State	10	12	1	5	27,012	8,470	13,403
	Boston	6	2	—	1	5,349	1,957	2,450
	Other Cities	9	1	—	2	5,558	1,613	3,041
4	Bookkeeper:							
	State	—	1	3	—	10	7	—
	Boston	—	—	1	—	5	4	—
	Other Cities	3	—	—	—	109	65	29
5	Storekeeper:							
	State	—	—	—	—	—	—	—
	Boston	—	2	—	—	2	2	—
	Other Cities	2	—	—	—	306	236	—
6	Sealer of Weights and Measures:							
	Boston	1	—	1	—	84	57	—
	Other Cities	4	—	1	—	404	191	—
7	Social Worker:							
	State	5	—	2	—	659	260	257
	Boston	1	—	—	—	140	38	55
	Other Cities	9	1	2	—	252	162	37
8	Agent:							
	State	—	1	2	—	28	9	15
	Boston	1	—	—	—	707	211	351
	Other Cities	3	—	1	—	35	28	—
9	Stenographer:							
	State	—	—	—	—	—	—	—
	Boston	1	—	—	—	14	3	7
	Other Cities	6	—	—	—	78	12	52
9	Telephone, Radio Operator, etc.:							
	State	—	—	—	—	—	—	—
	Boston	—	—	—	—	—	—	—
	Other Cities	1	—	—	—	2	2	—
10	Proofreader:							
	Boston	—	—	—	—	—	—	—
11	Inspector:							
	State	9	6	—	—	2,326	1,391	368
	Boston	3	—	—	—	338	185	1
	Other Cities	20	—	1	—	972	691	—
12	Instructor:							
	State	5	—	—	—	267	221	12
	Boston	2	—	—	—	110	57	14
	Other Cities	2	—	—	—	17	14	—
13c	Building Inspector:							
	State	—	—	—	—	—	—	—
14	Policeman:							
	Boston	1	—	—	—	1,794	1,517	—
15	Policeman:							
	Other Cities	3	—	26	—	5,258	4,429	77
16	Metropolitan District Policeman:							
	State	—	—	2	—	95	92	—

EXAMINATIONS AND APPOINTMENTS: OFFICIAL SERVICE

NUMBER PASSED				NUMBER APPOINTED from Eligible Lists								Promotion	TOTAL
				PERMANENT				TEMPORARY					
Disabled Veterans	Veterans	Civilians	Females	Disabled Veterans	Veterans	Civilians	Females	Disabled Veterans	Veterans	Civilians	Females		
8	25	203	2	40	56	-	-	-	-	-	-	15	
6	10	63	46	-	-	1	-	-	-	-	-	3	
2	9	27	-	1	3	6	1	-	-	-	-	19	
-	-	1	-	-	-	-	-	-	-	-	-	1	
-	-	1	-	-	-	1	-	-	-	-	-	1	
-	-	1	-	-	-	-	-	-	-	-	-	-	
4	53	2,230	4,273	6	102	166	182	3	131	71	499	4	954
7	23	715	901	-	41	10	19	3	5	49	128	-	218
2	25	619	1,159	1	5	18	72	-	6	19	172	2	295
-	-	5	-	-	1	1	-	-	-	20	2	3	27
-	-	2	-	-	2	2	-	-	-	11	1	3	19
-	3	38	5	-	1	3	5	-	-	1	19	-	29
-	-	-	-	-	1	3	-	-	-	-	-	-	4
1	20	81	-	1	-	3	-	-	-	-	-	-	3
-	-	-	-	-	-	1	-	-	-	-	-	-	2
1	-	12	-	-	-	-	-	-	-	-	-	-	-
1	7	19	-	2	3	3	-	-	-	-	-	-	8
1	8	80	111	-	1	1	8	-	-	2	6	2	20
-	-	1	9	-	-	1	13	-	-	5	8	1	27
4	15	36	18	2	10	30	29	-	3	19	8	2	103
-	-	6	8	-	1	9	-	-	-	-	-	1	11
1	4	53	123	-	-	-	-	-	-	-	-	-	-
-	-	10	-	-	1	1	-	-	-	-	-	-	2
-	-	-	-	-	-	8	134	-	-	12	230	-	384
-	-	3	7	-	-	8	8	-	-	2	7	-	25
-	-	3	16	-	-	2	53	-	-	2	63	-	120
-	-	-	-	-	-	-	2	-	-	-	8	-	10
-	-	-	-	-	-	-	2	-	-	-	4	-	6
-	-	2	-	1	-	1	1	-	-	-	2	-	5
-	-	-	-	-	-	1	-	-	-	-	-	-	1
25	118	493	281	26*	89	6	102	1	8	16	-	1	249
1	12	18	-	-	1	2	-	-	-	-	-	-	3
6	40	253	-	3	8	5	-	2	3	4	-	4	29
3	15	80	6	1	-	-	1	-	-	1	1	-	4
-	1	10	4	-	-	1	-	-	-	-	1	-	2
-	-	1	-	-	-	10	5	-	-	55	97	1	168
-	-	-	-	-	2	-	-	-	-	-	-	-	2
-	-	138	-	-	-	-	-	-	-	-	-	1	1
-	-	466	39	-	-	133	3	-	-	26	-	210	372
-	-	80	-	-	-	2	-	-	-	-	-	1	3

Female veterans: ¹ Includes 1; ² includes 2; ³ includes 5.

Female veterans: *Includes 1 disabled female veteran.

OFFICIAL SERVICE—Continued

Class	NAME OF POSITION	NUMBER OF EXAMINATIONS				Number of Applicants notified	NUMBER EXAMINED	
		ENTRANCE		PROMOTION			Males	Females
		Competitive	Non-Competitive	Competitive	Non-Competitive			
17	Watchman, Correction Officer, Matron:							
	State	—	—	—	—	—	—	—
	Boston	—	—	—	—	—	—	—
	Other Cities	2	—	—	—	116	60	36
18	Ambulance and Police Chauffeur:							
	Boston	—	—	—	—	—	—	—
	Other Cities	—	—	—	—	—	—	—
19	Attendance Officer:							
	Other Cities	4	—	1	—	151	91	20
20	Fireman: (1938)							
	Boston	—	—	1	—	217	210	—
21	Fireman:							
	Other Cities	5	—	40	—	596	570	—
22	Foreman:							
	State	3	2	1	—	156	127	—
	Boston	—	—	5	—	79	74	—
	Other Cities	5	—	6	—	234	173	—
23	Deputy, First and Second Assistant Assessor:							
	Boston	—	—	—	—	—	—	—
24	Janitor:							
	State	1	—	—	—	712	538	23
	Boston	1	—	—	—	328	238	42
	Other Cities	4	—	—	—	2,033	1,519	210
25	Drawtender:							
	State	2	—	—	—	483	348	—
	Other Cities	—	—	—	—	—	—	—
26	Engineer, Fireman, and Oiler:							
	State	2	—	—	—	359	334	—
	Boston	3	—	—	—	97	95	—
	Other Cities	1	—	—	—	183	161	—
27	Civil Engineer:							
	State	4	1	8	39	1,793	1,466	—
	Boston	2	—	—	—	109	91	—
	Other Cities	9	—	4	—	303	243	—
28	Architect, Architectural Draftsman:							
	Other Cities	4	—	—	—	13	11	—
29	Electrician:							
	State	1	—	—	—	61	50	—
	Boston	1	—	—	2	52	44	—
	Other Cities	2	—	—	1	39	26	—
30	Mate and Pilot:							
	Boston	—	—	1	—	2	2	—
31	Dietitian:							
	State	1	—	1	—	128	95	12
	Boston	2	—	1	—	55	22	31
	Other Cities	4	—	—	—	53	5	37
32	Physician, Dentist:							
	State	6	1	—	—	317	177	66
	Boston	—	—	—	—	—	—	—
	Other Cities	9	—	—	—	33	17	9
33	Fish and Game Warden: (Conservation Officer):							
	State	1	—	—	—	431	294	—
34	Chemist:							
	State	1	—	—	2	74	28	26
	Boston	—	—	—	—	—	—	—
	Other Cities	3	—	—	—	32	26	1
35	Nurse:							
	State	6	—	—	1	247	45	153
	Boston	—	—	—	—	—	—	—
	Other Cities	8	—	—	—	85	10	64

OFFICIAL SERVICE—Continued

NUMBER PASSED				NUMBER APPOINTED from Eligible Lists								Promotion	TOTAL
				PERMANENT				TEMPORARY					
Disabled Veterans	Veterans	Civilians	Females	Disabled Veterans	Veterans	Civilians	Females	Disabled Veterans	Veterans	Civilians	Females		
-	-	-	-	-	9	17	-	-	8	37	-	-	71
-	-	-	-	-	1	4	3	-	6	10	11	-	35
-	11	32	26	-	-	7	1	-	2	16	-	-	26
-	-	-	-	1	-	-	-	-	-	-	-	-	1
-	-	-	-	-	-	-	-	1	-	1	-	-	2
3	13	21	13	6	4	-	-	-	-	-	-	-	10
-	-	180	-	-	-	10	-	-	-	-	-	19	29
-	2	386	-	-	-	197	-	-	-	23	-	111	331
2	12	60	-	3	2	1	-	-	1	4	-	3	14
-	-	44	-	-	-	1	-	-	-	-	-	5	6
1	5	52	-	1	10	24	-	1	2	18	-	5	61
-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	64	220	12	-	5	1	-	-	1	-	-	-	7
2	48	107	18	7	7	-	2	-	-	-	-	-	16
11	137	597	98	3	49	57	15	1	42	52	14	-	233
1	24	115	-	1	3	-	-	-	3	4	-	-	11
-	-	-	-	-	-	5	-	-	-	-	-	-	5
8	57	247	-	4	11	4	-	-	14	12	-	-	45
1	15	75	-	-	4	1	-	1	6	13	-	-	25
1	27	142	-	2	8	20	-	-	3	29	-	-	62
-	-	55	-	-	-	33	-	-	1	67	-	5	106
-	-	36	-	1	-	3	-	-	-	-	-	1	5
-	4	75	-	-	1	34	-	-	-	27	-	3	65
-	1	4	-	-	-	2	-	-	-	1	-	-	3
-	6	21	-	2	1	-	-	-	1	-	-	-	4
1	2	7	-	-	-	1	-	-	-	-	-	2	3
-	3	16	-	-	1	3	-	-	-	2	-	-	6
-	-	2	-	-	-	-	-	-	-	-	-	2	2
-	2	43	8	-	-	-	7	-	-	-	2	11	20
-	-	-	15	-	11	-	3	-	-	-	16	-	20
-	1	3	25	-	-	-	3	-	-	-	2	-	5
-	4	67	26	1	1	4	9	-	-	1	4	-	20
-	-	-	-	-	4	-	2	-	-	-	-	-	6
-	3	11	7	-	1	12	1	-	-	2	-	-	16
-	-	80	-	-	-	2	-	-	-	-	-	-	2
-	-	4	20	-	1	2	1	-	1	5	-	-	10
-	-	-	-	-	-	-	-	-	-	2	-	-	2
-	-	11	-	-	-	4	-	-	-	1	-	-	5
-	-	2	54	-	-	-	19	-	-	-	1	-	20
-	-	-	-	-	-	-	2	-	-	-	2	-	4
-	-	-	22	-	-	-	5	-	-	-	1	-	6

Female veterans: ¹ Includes 1.

SUMMARY OF OFFICIAL SERVICE

Class	NAME OF POSITION	NUMBER OF EXAMINATIONS				Number of Applicants notified	NUMBER EXAMINED	
		ENTRANCE		PROMOTION			Males	Females
		Competitive	Non-Competitive	Competitive	Non-Competitive			
	State	60	25	20	48	36,213	14,792	14,338
	Boston	28	7	12	4	9,765	4,969	3,022
	Other Cities	129	4	85	4	16,997	10,463	3,613
	Totals	217	*36	117	*56	62,975	30,224	20,973
	Grand Totals			426		62,975	51,197	

* 35 entrance and 39 promotional examinations held on or before January 5, 1939; one entrance and 17 promotional examinations held under G. L. 31, s. 15, as amended by St. 1939, c. 506.

SUMMARY OF OFFICIAL SERVICE—TEN-YEAR COMPARATIVE TABLE

1939	217	36*	117	56**	62,975	30,224	20,973
1938	286	37	68	1	69,518	36,558	17,440
1937	308	103	112	24	53,966	30,735	12,487
1936	112	184	53	74	33,837	17,386	9,801
1935	154	65	39	50	44,231	23,416	13,805
1934	211	155	-	-	24,414	17,420	2,338
1933	211	116	Separate figures not kept	Separate figures not kept	40,481	19,317	14,198
1932	222	102			26,831	20,828	1,484
1931	282	181			42,527	26,110	9,769
1930	313	243			26,182	16,156	6,044

* Thirty-five held under former Commission, one under present Commission.

** Thirty-nine held under former Commission, 17 under present Commission.

SUMMARY OF OFFICIAL SERVICE

NUMBER PASSED				NUMBER APPOINTED from Eligible Lists								Promotion	TOTAL
				PERMANENT				TEMPORARY					
				Disabled Veterans	Veterans	Civilians	Females	Disabled Veterans	Veterans	Civilians	Females		
55	388	4,092	4,801	84	143	260	465	4	51	252	753	32	2,044
19	111	1,469	1,123	9	24	50	54	4	17	92	178	35	463
33	330	2,906	1,428	23	105	578	194	5	61	298	378	346	1,988
107	829	8,467	7,352	116	272	888	713	13	129	642	1,309	413	4,495
16,755				1,989				2,093				413	4,495

SUMMARY OF OFFICIAL SERVICE—TEN-YEAR COMPARATIVE TABLE

107	829	8,467	7,352	116	272	888	713	13	129	642	1,309	413	4,495
216	1,409	11,730	5,861	102	264	1,057	1,064	17	134	853	1,369	421	5,281
210	1,223	10,494	4,872	99	323	1,153	931	16	120	537	971	506	4,656
86	506	5,459	2,419	43	167	643	448	13	83	337	483	343	2,560
97	895	6,144	4,124	47	246	641	469	23	131	343	640	306	2,846
51	772	5,254	772	40	289	940	523	35	148	430	878		3,283
39	558	5,548	6,453	52	223	731	286	31	161	366	493	Separate fig- ures not kept	2,343
	6,190		738	72	399 ⁶	1,156	966	Separate fig- ures not kept	Separate fig- ures not kept	Separate fig- ures not kept	Separate fig- ures not kept	Separate fig- ures not kept	2,593
	6,213		3,012	32	504 ¹⁰	1,701	1,001	Separate fig- ures not kept	Separate fig- ures not kept	Separate fig- ures not kept	Separate fig- ures not kept	Separate fig- ures not kept	3,238
	4,164		2,353	27	569 ⁸	1,588	963	Separate fig- ures not kept	Separate fig- ures not kept	Separate fig- ures not kept	Separate fig- ures not kept	Separate fig- ures not kept	3,147

⁶ Includes 6 female veterans.¹⁰ Includes 10 female veterans.⁸ Includes 8 female veterans.

PHYSICAL EXAMINATIONS
OFFICIAL SERVICE

PASSED	FIRST NOTICE	SECOND NOTICE	RE-EXAMI- NATIONS
	3,061	130	355
Reasons for Failures:			
Blood Pressure	24	1	25
Ears	24	2	6
Eyes	94	2	65
Fingers	2	—	—
Heart	18	1	8
Height	46	9	7
Hernia	16	2	1
Strength	14	7	5
Teeth	201	12	31
Toes	2	—	—
Varicocele	3	—	2
Varicose Veins	25	1	4
Weight	9	2	3
Totals	478	39	157

(126 were rejected for more than one condition)

Disabled Veterans:

Number allowed preference	132
Number not allowed preference	56
Number failed because of physical condition	20
Total examined	208

LABOR SERVICE

Physical Examinations:

Number examined	4,118
Number rejected	361
Number re-examined	179

Practical Tests:

	<i>Examined</i>	<i>Rejected</i>
Gardener	85	37
Lifeguard	95	57
Meter Repairer	8	3
Tree Climber	32	17

LABOR SERVICE

	Number Registered	NUMBER APPOINTED				Total
		Veterans		Civilians		
		Male	Female	Male	Female	
<i>Commonwealth</i>	14,251	1,379	3	177	40	1,599
<i>Cities and Towns</i>						
Boston	14,990	66	3	154	187	410
Arlington	202	10	0	32	0	42
Brockton	397	8	0	5	8	21
Brookline	581	20	0	42	7	69
Cambridge	1,952	197	0	96	93	386
Chelsea	290	0	0	3	8	11
Chicopee ¹	261	0	0	1	0	1
Dedham	233	9	0	10	0	19
Everett	538	19	0	2	9	30
Fall River	759	22	0	12	12	46
Fitchburg	241	26	0	65	2	93
Gardner ²	107	5	0	70	1	76
Holyoke	556	5	0	8	5	18
Lowell	1,045	52	0	24	12	88
Lynn	995	49	0	14	20	83
Malden	512	9	0	6	4	19
Marlborough	163	10	0	10	0	20
Medford	593	10	0	22	3	35
New Bedford	1,141	4	0	10	10	24
Newton	702	32	0	58	9	99
Quincy	888	47	0	53	52	152
Revere	205	11	0	28	0	39
Somerville	626	3	0	7	8	18
Springfield	1,884	454	0	81	67	602
Swampscott (Highway Dept.)	62	0	0	1	0	1
Waltham	374	32	0	14	0	46
Watertown	190	0	0	2	0	2
Worcester	3,222	44	0	109	69	222
Totals	47,970	2,523	6	1,116	626	*4,271

* This includes 346 appointed under general authority.

¹ Accepted by City on August 18, 1939, and included under civil service by vote of the Civil Service Commission as of that date.

² Labor Service classified on January 16, 1939.

LABOR SERVICE—TEN-YEAR COMPARATIVE TABLE

1939	47,970	2,523	6	1,116	626	4,271*
1938	45,175	1,749	3	870	625	3,247*
1937	42,241	1,652	3	1,259	970	3,884*
1936	43,797	1,656	—	1,131	666	3,453*
1935	45,973	1,994	—	1,058	473	3,525*
1934	45,527	3,474	—	1,770	495	5,739*
1933	46,456	1,384	1	846	484	2,715*
1932	47,733	1,531	—	1,283	650	3,464*
1931	44,670	4,595	1	4,842	960	10,398*
1930	30,573	2,949	—	3,610	968	7,527*

* Includes persons appointed under general authority.

PROVISIONAL APPOINTMENTS AUTHORIZED
(in absence of eligible list)

	MAY 24 TO JUNE 10	JUNE 11 TO JUNE 30	JULY	AUG.	SEPT.	OCT.	NOV.	TOTALS
<i>Pending examination</i>								
State	4	7	5	4	6	4	9	39
Boston	9	21*	2	17	3	51	22	125
Other Cities	9	11	29	9	4	5	21*	86
Totals	22	39	36	30	13	60	50	250
<i>For temporary service</i>								
State	11	15*	9	26	32	26	17	135
Boston	1	8	5	4	25	1	6	50
Other Cities	24	27	165	92	82	64*	55*	503
Totals	36	49	179	122	139	89	74	688
Grand Total								938

* Labor service.

1* Includes 1 laborer.

2* Includes 2 laborers.

4* Includes 4 laborers.

EMERGENCY APPOINTMENTS

	MAY 24 TO JUNE 10	JUNE 11 TO JUNE 30	JULY	AUG.	SEPT.	OCT.	NOV.	TOTALS
<i>Official Service</i>								
State	25	56	64	207	191	184	174	901
Boston	—	—	10	63	27	48	101	249
Other Cities	11	50	12	63	97	61	69	363
Totals	36	106	86	333	315	293	344	1,513
<i>Labor Service</i>								
State	3	17	27	14	5	3	5	74
Boston	—	—	—	6	—	14	17	37
Other Cities	—	53	133	55	111	156	85	593
Totals	3	70	160	75	116	173	107	704
Grand Total								2,217

SEPARATIONS FROM SERVICE

Separations from the service have been reported by department heads, as follows:

	STATE	BOSTON	OTHER CITIES	TOTAL
Resignation	370	160	213	743
Death	33	102	266	401
Retirement	59	181	486	726
Position Abolished	4	—	13	17
Sickness	43	237	965	1,245
Leave of Absence	86	98	347	531
Lack of Work	12	67	605	684
Lack of Funds	—	1	299	300
Cause	19	75	200	294
Discharged during probationary period	9	—	1	10
Totals	635	921	3,395	4,951
1938 Totals	389	954	3,821	5,164

Reinstatements have been reported as follows:

	STATE	BOSTON	OTHER CITIES	TOTAL
1938 Reinstatements	248	419	3,220	3,887
	123	484	2,638	3,245

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

Jurisdiction	Official Division				Labor Division			Totals				Grand Total
	Dis. Vets.		Civilians		Vets.	Civilians		Dis. Vets.		Civilians		
			Male	Female		Male	Female					
										Male	Female	
Commonwealth	230 ¹	1,176 ²⁴	3,399	4,353	753	224	147	230 ¹	1,929 ²⁴	3,623	4,500	10,282
Cities												
Attleboro	—	22	93	16	—	—	—	—	22	93	16	131
Beverly	1	44	165	38	—	—	—	1	44	165	38	248
Boston	125 ¹	2,982 ²⁴	3,244	1,430	1,367 ²	1,881	986	125 ¹	4,349 ²⁶	5,125	2,416	12,015
Brockton	5	102 ¹	276	91	42	454	47	5	144 ¹	730	138	1,017
Cambridge	5	261	546	144	364	459	139	5	625	1,005	283	1,918
Chelsea	2	83 ¹	187	30	11	88	16	2	94 ¹	275	46	417
Chicopee	2	56 ¹	213	32	—	—	—	2	56 ¹	213	32	303
Everett	4	107	186	34	50	53	33	4	157	239	67	467
Fall River	1	288 ²	328	98	82	146	81	1	370 ²	474	179	1,024
Fitchburg	1	58	176	47	57	103	5	1	115	279	52	447
Gardner	—	12	102	14	6	61	4	—	18	163	18	199
Gloucester	7	27	168	22	—	—	—	7	27	168	22	224
Haverhill	2	65 ¹	206	81	—	—	—	2	65 ¹	206	81	354
Holyoke	4	110	309	79	44	302	30	4	154	611	109	878
Lawrence	12	144 ²	373	81	—	—	—	12	144 ²	373	81	610
Leominster	—	13 ¹	106	14	—	—	—	—	13 ¹	106	14	133
Lowell	14	210 ⁴	390	133	108	240	23	14	318 ⁴	630	156	1,118
Lynn	24	225	340	112	156	188	64	24	381	529	175	1,109
Malden	2	96	192	49	49	235	10	2	145	427	59	633
Marlboro	2	27	82	10	13	38	2	2	40	120	12	174
Medford	11	103	219	55	73	142	20	11	176	361	75	623
Melrose	1	30	101	18	—	—	—	1	30	101	18	150
New Bedford	1	267 ²	380	141	115	165	36	1	382 ²	545	177	1,105
Newburyport	3	9	85	12	—	—	—	3	9	85	12	109
Newton	8	132 ³	294	139	127	331	28	8	259 ³	625	167	1,059
North Adams	1	21	75	15	—	—	—	1	21	75	15	112
Northampton	1	29	86	17	—	—	—	1	29	86	17	133
Peabody	2	36 ¹	109	16	—	—	—	2	36 ¹	109	16	163
Pittsfield	—	48	175	45	—	—	—	—	48	175	45	268
Quincy	7	100 ¹	281	96	58	368	76	7	158 ¹	649	172	986
Revere	3	63	155	31	19	55	—	3	82	210	31	326
Salem	4	56	181	34	—	—	—	4	56	181	34	275
Somerville	2	197	296	113	136	126	20	2	333	422	133	890
Springfield	5	299 ³	799	317	114	699	136	5	413 ³	1,498	453	2,369
Taunton	—	46	200	44	—	—	—	—	46	200	44	290
Waltham	3	48	182	53	41	124	6	3	89	305	60	457
Westfield	—	19	115	25	—	—	—	—	19	115	25	159
Woburn	1	19	76	16	—	—	—	1	19	76	16	112
Worcester	14 ²	527 ⁶	550	363	224	541	258	14 ²	751 ⁶	1,091	621	2,477
Towns												
Acton	—	1	—	—	—	—	—	—	1	—	—	1
Adams	—	—	14	—	—	—	—	—	—	14	—	14
Agawam	—	1	2	—	—	—	—	—	1	2	—	3
Amesbury	—	13	51	—	—	—	—	—	13	51	—	64
Amherst	—	—	1	—	—	—	—	—	—	1	—	1
Andover	—	8	35	—	—	—	—	—	8	35	—	43
Arlington	1	31	179	40	15	167	—	1	46	346	40	433
Athol	—	1	14	—	—	—	—	—	1	14	—	15
Auburn	—	—	1	—	—	—	—	—	—	1	—	1
Avon	—	1	—	—	—	—	—	—	1	—	—	1
Ayer	—	—	3	—	—	—	—	—	—	3	—	3
Barnstable	—	6	17	—	—	—	—	—	6	17	—	23
Bedford	—	2	—	—	—	—	—	—	2	—	—	2
Bellingham	—	—	1	—	—	—	—	—	—	1	—	1
Belmont	—	23	56	—	—	—	—	—	23	56	—	79
Billerica	—	1	6	—	—	—	—	—	1	6	—	7
Braintree	—	4	26	—	—	—	—	—	4	26	—	30
Bridgewater	—	—	4	—	—	—	—	—	—	4	—	4
Brookline	6	103 ¹	303	89	69	218	34	6	172 ¹	521	123	822
Canton	—	3	28	—	—	—	—	—	3	28	—	31

Small figures indicate female veterans.

NUMBER OF PRESENT EMPLOYEES CLASSIFIED
UNDER CIVIL SERVICE RULES—*Continued*

JURISDICTION	OFFICIAL DIVISION				LABOR DIVISION				TOTALS				GRAND TOTAL
	Dis. Vets.	Vets.	Civilians		Vets.	Civilians		Dis. Vets.	Vets.	Civilians			
			Male	Female		Male	Female			Male	Female		
Clinton	—	11	45	—	—	—	—	—	11	45	—	56	
Cohasset	—	—	10	—	—	—	—	—	—	10	—	10	
Concord	—	—	1	—	—	—	—	—	—	1	—	1	
Dalton	—	1	6	—	—	—	—	—	1	6	—	7	
Danvers	—	4	72	—	—	—	—	—	4	72	—	76	
Dedham	1	16	47	1	11	14	1	1	27	61	2	91	
Dracut	—	1	—	—	—	—	—	—	1	—	—	1	
Easthampton	—	4	37	—	—	—	—	—	4	37	—	41	
Easton	—	—	7	—	—	—	—	—	—	7	—	7	
Fairhaven	—	—	1	—	—	—	—	—	—	1	—	1	
Falmouth	—	5	34	—	—	—	—	—	5	34	—	39	
Foxborough	—	—	7	—	—	—	—	—	—	7	—	7	
Framingham	—	16	65	—	—	—	—	—	16	65	—	81	
Franklin	—	1	13	—	—	—	—	—	1	13	—	14	
Great Barrington	—	1	6	—	—	—	—	—	1	6	—	7	
Greenfield	—	2	29	—	—	—	—	—	2	29	—	31	
Hadley	—	—	5	—	—	—	—	—	—	5	—	5	
Hardwick	—	—	1	—	—	—	—	—	—	1	—	1	
Hollbrook	—	—	2	—	—	—	—	—	—	2	—	2	
Holliston	—	—	1	—	—	—	—	—	—	1	—	1	
Hudson	—	2	34	—	—	—	—	—	2	34	—	36	
Hull	—	—	95	—	—	—	—	—	—	95	—	95	
Ipswich	—	1	10	—	—	—	—	—	1	10	—	11	
Lee	—	—	2	—	—	—	—	—	—	2	—	2	
Lexington	—	4	13	—	—	—	—	—	4	13	—	17	
Ludlow	—	4	16	—	—	—	—	—	4	16	—	20	
Manchester	—	—	8	—	—	—	—	—	—	8	—	8	
Marblehead	—	10	53	1	—	—	—	—	10	53	1	64	
Maynard	—	—	10	—	—	—	—	—	—	10	—	10	
Medfield	—	—	1	—	—	—	—	—	—	1	—	1	
Medway	—	—	1	—	—	—	—	—	—	1	—	1	
Methuen	1	15	57	—	—	—	—	1	15	57	—	73	
Milford	—	21	48	—	—	—	—	—	21	48	—	69	
Millis	—	—	1	—	—	—	—	—	—	1	—	1	
Milton	—	20	48	—	—	—	—	—	20	48	—	68	
Montague	—	—	4	—	—	—	—	—	—	4	—	4	
Nahant	—	1	12	—	—	—	—	—	1	12	—	13	
Nantucket	—	2	8	—	—	—	—	—	2	8	—	10	
Natick	—	13	43	—	—	—	—	—	13	43	—	56	
Needham	—	4	15	—	—	—	—	—	4	15	—	19	
Norfolk	—	—	1	—	—	—	—	—	—	1	—	1	
North Andover	—	1	30	—	—	—	—	—	1	30	—	31	
North Attleborough	—	16	55	—	—	—	—	—	16	55	—	71	
Northbridge	—	—	2	—	—	—	—	—	—	2	—	2	
Norwood	—	9	41	—	—	—	—	—	9	41	—	50	
Oak Bluffs	—	—	2	—	—	—	—	—	—	2	—	2	
Orange	—	—	3	—	—	—	—	—	—	3	—	3	
Palmer	—	5	12	—	—	—	—	—	5	12	—	17	
Plymouth	—	10	24	—	—	—	—	—	10	24	—	34	
Randolph	—	—	8	—	—	—	—	—	—	8	—	8	
Reading	—	4	17	—	—	—	—	—	4	17	—	21	
Rockport	—	1	6	—	—	—	—	—	1	6	—	7	
Saugus	—	8	31	—	—	—	—	—	8	31	—	39	
Scituate	—	7	47	—	—	—	—	—	7	47	—	54	
Sharon	—	—	8	—	—	—	—	—	—	8	—	8	
Shrewsbury	—	1	6	—	—	—	—	—	1	6	—	7	
Southbridge	—	10	14	—	—	—	—	—	10	14	—	24	
South Hadley	—	2	9	—	—	—	—	—	2	9	—	11	
Stoneham	—	5	13	—	—	—	—	—	5	13	—	18	
Stoughton	—	6	31	—	—	—	—	—	6	31	—	37	

Small figures indicate female veterans.

NUMBER OF PRESENT EMPLOYEES CLASSIFIED
UNDER CIVIL SERVICE RULES—*Concluded*

JURISDICTION	OFFICIAL DIVISION				LABOR DIVISION				TOTALS				GRAND TOTAL
	Dis. Vets.	Vets.	Civilians		Vets.	Civilians		Dis. Vets.	Vets.	Civilians			
			Male	Female		Male	Female			Male	Female		
Swampscott	—	11	37	—	6	19	—	—	17	56	—	73	
Tewksbury	—	—	1	—	—	—	—	—	—	1	—	1	
Tisbury	—	—	3	—	—	—	—	—	—	3	—	3	
Tyngsborough	—	—	1	—	—	—	—	—	—	1	—	1	
Wakefield	—	3	20	—	—	—	—	—	3	20	—	23	
Walpole	—	—	10	—	—	—	—	—	—	10	—	10	
Ware	—	1	14	—	—	—	—	—	1	14	—	15	
Wareham	—	2	19	—	—	—	—	—	2	19	—	21	
Watertown	1	46	163	51	3	199	2	1	49	362	53	465	
Webster	—	9	32	—	—	—	—	—	9	32	—	41	
Wellesley	—	14	34	—	—	—	—	—	14	34	—	48	
West Bridgewater	—	—	2	—	—	—	—	—	—	2	—	2	
Westford	—	—	1	—	—	—	—	—	—	1	—	1	
West Springfield	—	17	34	—	—	—	—	—	17	34	—	51	
Westwood	—	1	1	—	—	—	—	—	1	1	—	2	
Weymouth	—	9	105	—	—	—	—	—	9	105	—	114	
Winchendon	—	1	3	—	—	—	—	—	1	3	—	4	
Winchester	—	5	36	—	—	—	—	—	5	36	—	41	
Winthrop	—	12	54	—	—	—	—	—	12	54	—	66	
COMMONWEALTH	230 ⁴	1,176 ²⁴	3,399	4,353	753	224	147	230 ⁴	1,929 ²⁴	3,623	4,500	10,282	
CITIES	280 ³	6,981 ⁴⁷	12,041	4,105	3,256 ²	6,799	2,020	280 ³	10,237 ⁶⁹	18,840	6,125	35,482	
TOWNS	10	573 ¹	2,539	182	104	617	37	10	677 ¹	3,156	219	4,062	
TOTALS	520 ⁷	8,730 ³²	17,979	8,640	4,113 ²	7,640	2,204	520 ⁷	12,843 ³²	25,619	10,844	49,826	

Small figures indicate female veterans.

NUMBER OF EMPLOYEES ON NOVEMBER 30, 1938

COMMONWEALTH	Separ- ate	1,302	3,624	4,446	748	253	79	Separ- ate	2,050	3,877	4,525	10,452
CITIES	fig- ures	7,122	12,824	4,106	3,034	6,674	1,945	fig- ures	10,156	19,498	6,051	35,705
TOWNS	not kept	499	2,389	168	108	637	43	not kept	607	3,026	211	3,844
TOTALS		8,923	18,837	8,720	3,890	7,564	2,067		*12,813	26,401	10,787	50,001

* Includes 107 female veterans.

